

## **Human resources: annual report**

### **Report by the Secretariat**

1. This eighth annual report provides complete data on the human resources profile in WHO as at 31 December 2006, updating the report submitted to the Executive Board at its 120th session.<sup>1</sup> It includes details on the overall staffing situation by main location and grade; the distribution of staff by sex, geographical representation, age profile and length of service, nature of appointment, and retirement projections; and the distribution of the workforce across the main occupational groups.

#### **STAFFING PROFILE**

##### **Appointment categories**

2. At 31 December 2006, WHO had a total of 4493 staff members on either fixed-term appointments of one to five years or career-service/service appointments (both referred to hereafter as “long-term appointments”).<sup>2</sup> Of these, 1754 (39%) were in the professional category, 2423 (53.9%) in the general service category and 316 (6.4%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 164 (3.8%) compared with the number at 31 December 2005.<sup>3</sup>

3. In addition to staff holding long-term appointments, there were 3527 temporary staff (1287 short-term staff and 2240 term-limited staff) as at 31 December 2006 (see Table 2).

##### **Gender distribution**

4. The percentage of women in the professional and higher categories has increased since the last annual report from 36.0% to 36.4% (see Figure). However, there has been a decrease in the overall appointments of women from 43.5% to 39.7% (see Table 10).

5. The distribution of staff holding long-term appointments, by organizational location, grade and sex is shown in Table 3. It can be seen that, of the 1754 professional staff members on long-term appointments, 1115 (63.6%) are men and 639 (36.4%) are women. Women continue to outnumber men at the P.2 level, while there is gender parity at the P.3 level. The proportion of women at the

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<sup>1</sup> Document EB120/24 Add.1 and EB120/24 Add.1 Corr.1.

<sup>2</sup> This figure excludes staff in PAHO and IARC.

<sup>3</sup> See document A59/35.

P.4 level has increased from 39.8% to 41.5%, but has declined at the P.5 level, from 31.3% to 30.7%, and from 21.2% to 21.0% at the P.6/D.1 level. The proportion of women at the D.2 level has increased since the last report from 27.3% to 28.0%, but declined at the Ungraded level from 26.3% to 23.8%.

### **Geographical representation**

6. As of December 2006, 109 countries were within their desirable range, five of them reaching the top of their range of representation; 41 countries (including two Associate Members) were unrepresented, 9 underrepresented and 37 were overrepresented (see Table 4). Table 5 gives details of the status of representation of countries, by region (the data exclude staff in posts funded by the country of nationality). The following changes have taken place since 31 December 2005:

- four countries that were unrepresented are now within their range of representation (Haiti, Luxembourg, Sao Tome and Principe and Switzerland)
- two countries that were within their range range of representation are now underrepresented (Austria and the United States of America)
- one country that was underrepresented is now unrepresented (Singapore)
- two countries that were underrepresented are now within their range of representation (Mexico and Portugal)
- two countries that were overrepresented are now within their range of representation (Mali and South Africa)
- four countries that were within their range of representation are now overrepresented (New Zealand, Russian Federation, Sri Lanka and Thailand).

7. Table 6 shows the distribution of professional staff by location of assignment and region of nationality.

### **Age, length of service and retirement projections**

8. Over half of the staff in the professional category (52.7%) are aged 50 years or more. In the general service category, staff aged 50 or more represent the largest age group (38.0%). In the national professional officer category, staff in their forties represent the largest age group (43.7%) (see Tables 7 and 8).

9. The largest single group of staff (44.1% of the workforce) has less than five years of service. The approximate average length of service remained at seven years for professional staff and 12 years for general service staff (see Table 9).

10. Table 10 provides data on staff appointments during 2006. In the professional category, there were 184 new appointments, 16 of which (8.7%) were interagency transfers, and 86 (46.7%) were conversions of existing temporary contracts.

11. According to current projections, more than 16% of the workforce is due to retire in the next five years and almost 38% in the next 10 years (see Table 11).

## Occupational groups

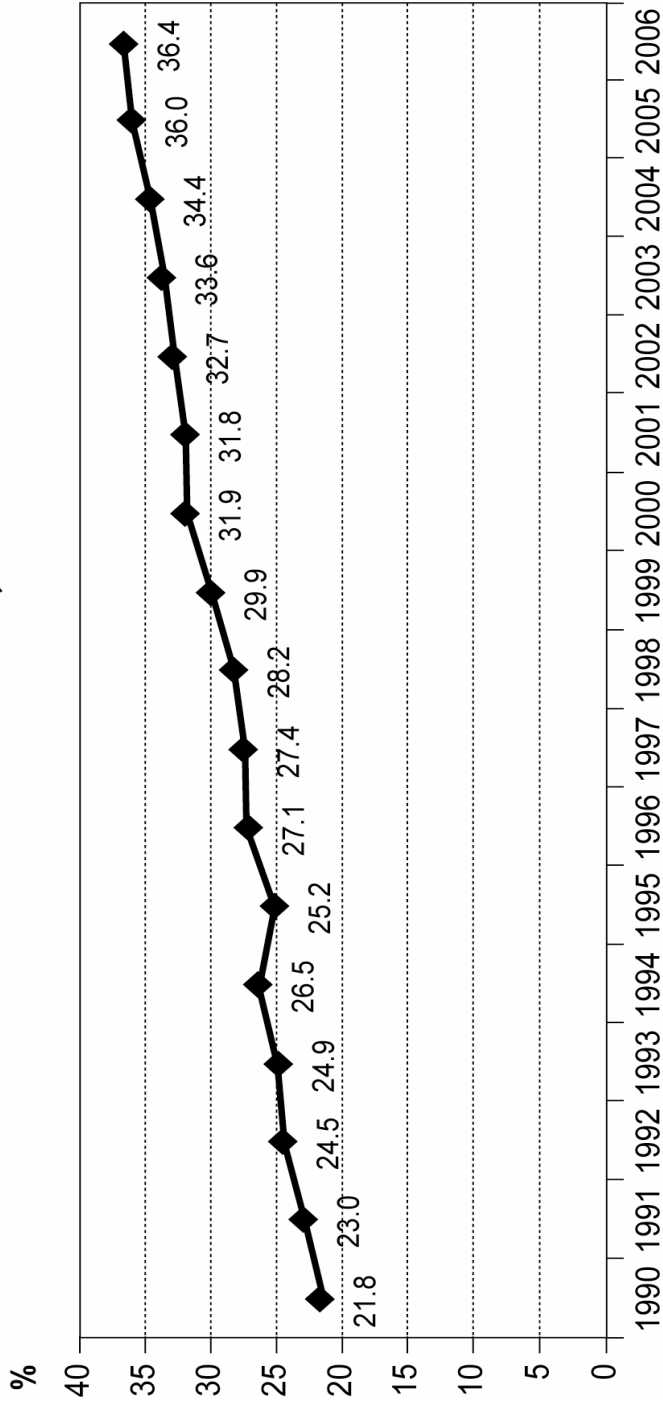
12. 49.8% of the posts held by professional staff are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.6% are Medical specialists and 1.3% are Nurses. The second largest occupational group is that of “Administrative specialists” which accounts for 27.5% (see Table 12). In that group, 19.2% of posts are held by Administrative officers; 13.0% by Computer information systems specialists; 12.7% by Technical cooperation specialists and 11.1% by Financial management specialists.

## TABLES AND FIGURE

The figure and tables referred to in this report are listed below for ease of reference:

Figure	Percentage of women in the professional and higher categories 1990–2006 (percentage of women)
Table 1	Number of staff by grade and main location holding long-term appointments at year end 2004 and 2006.
Table 2	Number of staff with long-term service and temporary appointments, including consultants, as at 31 December 2006
Table 3	Distribution of staff by organizational location, grade and sex as at 31 December 2006
Table 4	Summary of countries not within range by region as at 31 December 2006
Tables 5a–f	Status of representation of countries as at 31 December 2006
Table 6	Total professional staff by location of assignment and region of nationality as at 31 December 2006
Table 7	Staff by age, sex and location as at 31 December 2006
Table 8	Staff by grade and age, all locations, as at 31 December 2006
Table 9	Staff by length of service as at 31 December 2006
Table 10	Appointments during 2006
Table 11	Staff retirement projections
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

**FIGURE. PERCENTAGE OF WOMEN IN THE PROFESSIONAL AND HIGHER CATEGORIES, 1990 – 2006**



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**TABLE 1. NUMBER OF STAFF BY GRADE AND MAIN LOCATION HOLDING LONG-TERM APPOINTMENTS  
AT YEAR END 2004 AND 2006<sup>1</sup>**

	Staff numbers at 31 December 2004				Staff numbers at 31 December 2006			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	13	6	0	19	15	6	0	21
D2	39	6	2	47	40	7	3	50
D1/P6	94	37	49	180	106	49	50	205
P5	319	193	85	597	343	210	117	670
P4	188	154	100	442	215	192	106	513
P3	90	71	26	187	94	77	23	194
P2	28	47	18	93	38	45	17	100
P1	0	0	0	0	0	1	0	1
<b>Total professional</b>	<b>771</b>	<b>514</b>	<b>280</b>	<b>1 565</b>	<b>851</b>	<b>587</b>	<b>316</b>	<b>1 754</b>
National professional officers	0	27	218	245	0	68	248	316
Total general service	687	984	536	2 207	670	1 111	642	2 423
<b>Grand total</b>	<b>1 458</b>	<b>1 525</b>	<b>1 034</b>	<b>4 017</b>	<b>1 521</b>	<b>1 766</b>	<b>1 206</b>	<b>4 493</b>

<sup>1</sup> Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on unpaid leave).

**TABLE 2. NUMBER OF STAFF WITH LONG-TERM/SERVICE AND TEMPORARY APPOINTMENTS,  
INCLUDING CONSULTANTS, AS AT 31 DECEMBER 2006**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Long-term/service appointments</b>								
Professional staff	852	293	112	127	132	117	121	1 754
National professional staff	0	196	3	34	40	23	20	316
General service staff	670	554	81	335	203	324	256	2 423
<b>Total</b>	<b>1 522</b>	<b>1 043</b>	<b>196</b>	<b>496</b>	<b>375</b>	<b>464</b>	<b>397</b>	<b>4 493</b>
<b>Temporary appointments</b>								
• <b>Term-limited appointments</b>								
Professional staff	251	179	33	12	35	69	20	599
National professional staff	0	112	0	8	32	9	0	161
General service staff	179	1 061	9	41	61	101	28	1 480
<b>Total</b>	<b>430</b>	<b>1 352</b>	<b>42</b>	<b>61</b>	<b>128</b>	<b>179</b>	<b>48</b>	<b>2 240</b>
• <b>Short-term appointments</b>								
Professional staff	140	36	48	65	26	51	33	399
Consultants	13	98	169	0	0	46	4	330
National professional staff	0	80	0	18	15	5	0	118
General service staff	68	127	13	112	43	44	33	440
<b>Total</b>	<b>221</b>	<b>341</b>	<b>230</b>	<b>195</b>	<b>84</b>	<b>146</b>	<b>70</b>	<b>1 287</b>
<b>Total staff with temporary appointments</b>	<b>651</b>	<b>1 693</b>	<b>272</b>	<b>256</b>	<b>212</b>	<b>325</b>	<b>118</b>	<b>3 527</b>
<b>Grand total</b>	<b>2 173</b>	<b>2 736</b>	<b>468</b>	<b>752</b>	<b>587</b>	<b>789</b>	<b>515</b>	<b>8 020</b>

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 31 DECEMBER 2006**  
**Professional staff**

Location	P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		Total		Percentage										
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F									
Headquarters	0	0	0	10	28	48	40	54	94	114	216	221	122	343	79	27	106	29	11	40	15	4	15	492	360	852	57.7	42.3	
Africa	0	0	0	22	15	37	26	17	43	56	21	77	79	23	102	26	5	31	1	1	2	1	0	1	211	82	293	72.0	28.0
The Americas	0	0	0	1	5	6	5	5	10	56	27	83	8	3	11	1	0	0	0	0	0	0	1	1	71	41	112	63.4	36.6
South-East Asia	0	0	0	0	2	2	6	2	8	16	12	28	44	21	65	17	4	21	1	1	2	1	0	1	85	42	127	66.9	33.1
Europe	1	0	1	3	6	9	7	10	17	24	20	44	32	17	49	8	2	10	0	1	1	1	1	1	76	56	132	57.6	42.4
Eastern Mediterranean	0	0	0	2	4	6	10	8	18	14	7	21	35	10	45	21	3	24	2	0	2	1	0	1	85	32	117	72.6	27.4
Western Pacific	0	0	0	1	1	2	3	1	4	32	12	44	45	10	55	10	2	12	3	0	3	1	0	1	95	26	121	78.5	21.5
<b>Total</b>	1	0	1	39	61	100	97	97	194	300	213	513	464	206	670	162	43	205	36	14	50	16	5	21	1 115	639	1 754	63.6	36.4
<b>Percentage by grade</b>	100.0	0.0	100.0	39.0	61.0	100.0	50.0	50.0	100.0	58.5	41.5	100.0	69.3	30.7	100.0	79.0	21.0	100.0	72.0	28.0	100.0	76.2	23.8	100.0	63.6	36.4	100.0		
<b>Percentage of total</b>	0.1		5.7	11.1		11.1			29.2			38.2			11.7			2.8						1.2					

**National professional officers**

Location	A		B		C		D		Total		Percentage						
	M	F	M	F	M	F	M	F	M	F	M	F					
Africa	1	0	1	46	15	61	82	50	132	1	1	2	130	66	196	68.3	33.7
The Americas	0	1	1	0	0	0	0	2	2	0	0	0	0	3	3	0.0	100.0
South-East Asia	4	0	4	2	1	3	24	3	27	0	0	0	30	4	34	88.2	11.8
Europe	7	4	11	11	16	27	2	0	2	0	0	0	20	20	40	50.0	50.0
Eastern Mediterranean	0	0	0	12	10	22	1	0	1	0	0	0	13	10	23	56.5	43.5
Western Pacific	1	4	5	4	4	8	3	3	6	1	0	1	9	11	20	45.0	0.0
<b>Total</b>	13	9	22	75	46	121	112	58	170	2	1	3	202	114	316	63.9	36.1
<b>Percentage by grade</b>	59.1	40.9	100.0	62.0	38.0	100.0	65.9	34.1	100.0	66.7	33.3	100.0	63.9	36.1	100.0		
<b>Percentage of total</b>	7.0		38.3			38.3			53.8			0.9			100.0		

**General service staff**

Location	G1		G2		G3		G4		G5		G6		G7		Total		Percentage			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Headquarters	0	0	0	0	8	27	37	146	183	51	217	268	8	17	25	150	520	670	22.4	77.6
Africa	47	4	51	71	7	78	26	34	60	28	72	100	53	47	100	328	226	554	59.2	40.8
The Americas	0	0	0	0	0	0	5	14	19	3	23	26	4	5	6	13	68	81	16.0	84.0
South-East Asia	10	1	11	55	0	55	32	38	70	45	32	77	23	11	34	234	101	335	69.9	30.1
Europe	0	0	0	12	6	12	9	25	34	14	100	114	5	16	21	48	155	203	23.6	76.4
Eastern Mediterranean	20	2	22	41	0	41	26	4	30	20	54	74	15	27	42	139	185	324	42.9	57.1
Western Pacific	2	1	3	14	1	15	8	40	48	6	71	77	15	46	61	74	182	256	28.9	71.1
<b>Total</b>	79	8	87	193	3	196	178	42	220	167	569	736	111	127	238	986	1 437	2 423	41.9	59.3
<b>Percentage by grade</b>	90.8	9.2	100.0	98.5	1.5	100.0	80.9	19.1	100.0	22.7	77.3	100.0	46.6	53.4	100.0	40.7	59.3	100.0		
<b>Percentage of total</b>	3.6		8.1			9.1			19.7		30.4		18.3			9.8		100.0		

M – male, F – female, T – total.

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2006**  
(Note: countries not listed are within range)

Region	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Comoros Lesotho Seychelles		Burkina Faso Cameroon Congo Côte d'Ivoire Ethiopia Ghana Kenya Malawi Nigeria Rwanda Senegal Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada Puerto Rico* Timor-Leste	Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname United States of America	Canada Colombia
South-East Asia			India Myanmar Sri Lanka Thailand
Europe	Andorra Bosnia and Herzegovina Monaco Montenegro San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan Austria Germany Israel	Russian Federation Sweden Switzerland United Kingdom of Ireland Italy Netherlands Belgium Denmark France Ireland Italy Netherlands Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates Saudi Arabia	Egypt Lebanon Sudan Tunisia
Western Pacific	Brunei Darussalam Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Singapore Tokelau* Tonga Tuvalu Vanuatu China Japan Republic of Korea Viet Nam	Australia New Zealand Philippines

\* Associate Member.



TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2006<sup>1</sup>

## African Region

Country	Range	Staff by grade and sex																				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff				
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Algeria	2-10							2	1	3		2								7	1	8
Angola	1-8							1		1		1					1			4	0	4
Benin	1-8					1		2		1	2	2								6	2	8
Botswana	1-8		1							1	1								1	2	2	4
Burkina Faso	1-8		1	1	2			1	1	4		3								10	4	14
Burundi	1-8							1		3	2	1								5	2	7
Cameroon	1-8		1	2	2			1		4	2									8	4	12
Cape Verde	1-7								1	1										1	1	2
Central African Republic	1-8							2				1								3	0	3
Chad	1-8					1	1					1								2	1	3
Comoros	1-7																			0	0	0
Congo	1-8									6		1	1							10	1	11
Côte d'Ivoire	1-8		1		1	1		1		4	1	1								7	3	10
Democratic Republic of the Congo	2-12		1					2		5		1	2							10	1	11
Equatorial Guinea	1-7											1								2	0	2
Eritrea	1-8									1										3	0	3
Ethiopia	2-12					1		2	4	2	3	1	2							7	8	15
Gabon	1-8					1	1	1			1									2	2	4
Gambia	1-8					1		2		1		1								7	0	7
Ghana	1-8					1		1	2	2	3	1	2					1		10	6	16
Guinea	1-8					1				2		1	1							6	1	7
Guinea-Bissau	1-8									1	1									1	1	2
Kenya	1-10					1	2	3	3	3	2	2	2							9	9	18
Lesotho	1-8																			0	0	0

Country	Range	Staff by grade and sex																					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff					
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total			
Liberia	1-8			1						1									1	1	2		
Madagascar	1-8		1		2																3	2	5
Malawi	1-8							2	1	5	1										7	2	9
Mali	1-8							2		4		1			1						7	1	8
Mauritania	1-8		1					2		3											6	0	6
Mauritius	1-8		1	1	1			1		1											5	1	6
Mozambique	1-8									2	1										2	1	3
Namibia	1-8							1	1	1											2	1	3
Niger	1-8							1	1	3		1									5	1	6
Nigeria	4-14		1	1	1			5	1	5	2	3	1								15	4	19
Rwanda	1-8			1				3		6		1									10	1	11
Sao Tome and Principe	1-7		1					1													2	0	2
Senegal	1-8			1	1			2	2	2	3	2									7	8	15
Seychelles	1-7																				0	0	0
Sierra Leone	1-8							1	1	1											2	1	3
South Africa	4-11							2	1	5	2	1									7	4	11
Swaziland	1-7		1																		1	0	1
Togo	1-8			1				1		2		2									6	0	6
Uganda	1-8				1			4	1	6	1	1									11	3	14
United Republic of Tanzania	1-10					1		2	3	2		1									4	5	9
Zambia	1-8			1				2	2	5	1	2									9	4	13
Zimbabwe	1-8		1	2	1			1		3	1	2		1							9	3	12
<b>Total – African Region</b>		0	0	22	12	23	15	62	25	99	27	32	9	3	3	2	1	243	92	335			

<sup>1</sup> Excluding staff in posts funded by the country of nationality.

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2006

## Region of the Americas

Country	Range	Staff by grade and sex														All professional staff										
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total						
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F									
Antigua and Barbuda	1-7																			0	0	0				
Argentina	9-16								3	3				2							1		4	6	10	
Bahamas	1-7												1											1	0	1
Barbados	1-7																							0	0	0
Belize	1-7																							0	0	0
Bolivia	1-8				1				2															2	1	3
Brazil	21-29					1			3	7			9	1	3	1								15	10	25
Canada	19-26				1	3	4		6	4		9	7	3	1							1		23	17	40
Chile	2-9							2	1	2		1	2											3	6	9
Colombia	3-10								6	4		1	1											8	5	13
Costa Rica	1-8				1				2			1												3	1	4
Cuba	1-8						1		3	1		1												5	1	6
Dominica	1-7																							0	0	0
Dominican Republic	1-8								1	2		1	1											2	3	5
Ecuador	1-8								2	1														3	1	4
El Salvador	1-8								2	2														2	2	4
Grenada	1-7																							0	0	0
Guatemala	1-8								1			2												3	0	3
Guyana	1-7						1		2			1												2	2	4
Haiti	1-8								1															1	0	1
Honduras	1-8								1			1												1	1	2
Jamaica	1-8								1	1														1	1	2
Mexico	11-17						1		4	1		1	1									2		8	3	11
Nicaragua	1-8								2	2														2	2	4

Country	Range	Staff by grade and sex																All professional staff				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Panama	1-8							2	1											3	1	4
Paraguay	1-8							2	1											2	1	3
Peru	2-10							3	1			1								4	1	5
Puerto Rico*	1-8																			0	0	0
Saint Kitts and Nevis	1-7																			0	0	0
Saint Lucia	1-7																			0	0	0
Saint Vincent and the Grenadines	1-7																			0	0	0
Suriname	1-7																			0	0	0
Trinidad and Tobago	1-8							1	1			1	1							2	2	4
United States of America	142-193			4	10	7		22	21	32	23	12	2	3	3	2				81	60	141
Uruguay	1-8							2				1	2							3	2	5
Venezuela (Bolivarian Republic of)	2-9								2	1		1								2	2	4
<b>Total – Region of the Americas</b>		0	0	2	7	14	16	75	57	62	43	23	4	7	3	3	1			186	131	317

\* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2006

## South-East Asia Region

Country	Range	Staff by grade and sex														All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
Bangladesh	4-14						2			3	1	1	1						6	2	8
Bhutan	1-8						1					1							2	0	2
Democratic People's Republic of Korea	1-8									1									1	0	1
India	27-38		1	2	7	2	5	4	14	6	3				2				30	16	46
Indonesia	7-14				1	1	1		2	4	2	1							5	7	12
Maldives	1-7						1				1								2	0	2
Myanmar	2-10					1	1	1	2	3	3	1							7	5	12
Nepal	1-8									5	1								6	0	6
Sri Lanka	1-8			1			2	1	2	2	1	1							6	4	10
Thailand	4-12						1	2	3	4	1	1				1			6	7	13
Timor-Leste	1-7																		0	0	0
<b>Total – South-East Asia Region</b>		0	0	1	3	8	4	14	8	32	20	12	4	3	2	1	0	71	41	112	

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2006

## European Region

Country	Range	Staff by grade and sex																All professional staff			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
Albania	1-8			1															0	2	2
Andorra	1-7																		0	0	0
Armenia	1-8					1													1	1	2
Austria	7-14							1	2	1									4	2	6
Azerbaijan	1-8					1													1	0	1
Belarus	1-8									1									1	0	1
Belgium	9-15					1	5	3	5	3	6			2					18	7	25
Bosnia and Herzegovina	1-8																		0	0	0
Bulgaria	1-8						2	2	1										2	3	5
Croatia	1-8					1			1										2	0	2
Cyprus	1-7						1												1	0	1
Czech Republic	2-9								1	2	1								2	2	4
Denmark	6-12					1	1	2	3	1	3	4	1						11	5	16
Estonia	1-8																		1	0	1
Finland	4-11								3	1	2								1	6	7
France	42-58					2	7	5	14	7	23	10	9	4	1	1	1	1	55	29	84
Georgia	1-8										1	1	1						2	2	4
Germany	63-86	1				2	5	12	7	19	11	2						1	36	24	60
Greece	4-11								1	3									3	1	4
Hungary	1-8								1										1	0	1
Iceland	1-7																		1	0	1
Ireland	3-9					1	1	3	3	2	1	2	2	1	2				9	9	18
Israel	3-10								1		1								0	2	2
Italy	34-47						2		7	4	19	3	8		5				41	7	48
Kazakhstan	1-8									2									0	2	2
Kyrgyzstan	1-8								1										0	1	1

Country	Range	Staff by grade and sex																						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff						
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total				
Latvia	1-8									1	1									1	1	2		
Lithuania	1-8							1														2	1	3
Luxembourg	1-8									1												1	0	1
Malta	1-7									1	1	1										1	2	3
Monaco	1-7																					0	0	0
Montenegro	1-7																					0	0	0
Netherlands	13-20			1	1	1	1	8	4	14	4	4	2	1								28	12	40
Norway	5-12							3	1	1	1	2										3	4	7
Poland	4-11							1		4	2											5	2	7
Portugal	4-10			1						2												2	2	4
Republic of Moldova	1-8					1																0	1	1
Romania	1-8					1	1	1		1	1	1										1	4	5
Russian Federation	12-19					1	1	7	1	8	1	1					1					17	3	20
San Marino	1-7																					0	0	0
Serbia	1-8									2												0	2	2
Slovakia	1-8									1												1	1	2
Slovenia	1-8											1										0	1	1
Spain	18-26			1	1	1	1	1	4	4	5	1	2	1								7	13	20
Sweden	8-14			2		2	1	4	4	3				1								7	11	18
Switzerland	9-16			1		4	2	4	4	4	3	1										13	10	23
Tajikistan	1-8																					0	0	0
The former Yugoslav Republic of Macedonia	1-8																					0	0	0
Turkey	5-12					1						1										5	2	7
Turkmenistan	1-8					1																1	1	2
Ukraine	2-10							1	1													1	2	3
United Kingdom of Great Britain and Northern Ireland	37-51			3	1	6	10	9	14	13	9			2	3	2						38	34	72
Uzbekistan	1-10																					0	0	0
<b>Total – European Region</b>		1	0	2	14	24	36	83	70	143	74	55	13	14	5	5	2	327	214	541				

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2006

## Eastern Mediterranean Region

Country	Range	Staff by grade and sex																All professional staff			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Afghanistan	1-8								1										3	1	4
Bahrain	1-7									1									0	2	2
Djibouti	1-7										2								2	0	2
Egypt	3-12		1	3	2	2	3	2	2	4									8	11	19
Iran (Islamic Republic of)	4-12								4	2									4	2	6
Iraq	2-9						2		1						1				4	0	4
Jordan	1-8				1		1	1	1		2	1							5	2	7
Kuwait	1-8																		0	0	0
Lebanon	1-8					1	2		2	4		1							4	6	10
Libyan Arab Jamahiriya	1-8											1							1	0	1
Morocco	1-10									2		3							5	0	5
Oman	1-8																		0	0	0
Pakistan	5-14						2		6	2									10	0	10
Qatar	1-7																		0	0	0
Saudi Arabia	5-11											1				1			2	0	2
Somalia	1-8								3		3	1		1					5	0	5
Sudan	1-10				2		1	1	6	4									13	1	14
Syrian Arab Republic	1-8							1	3	1									4	1	5
Tunisia	1-8					1	1		3	5									9	2	11
United Arab Emirates	2-8																		0	0	0
Yemen	1-8						1					2							3	0	3
<b>Total – Eastern Mediterranean Region</b>		0	0	1	3	8	4	12	7	35	11	23	3	1	0	2	0	82	28	110	

M – male, F – female.



TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2006

## Western Pacific Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Australia	12-19			1	2			2	3	4	5	4	1	1			1		14	10	24
Brunei Darussalam	1-7																		0	0	0
Cambodia	1-8						1			1									2	0	2
China	40-55			1	1	1	1	3	8	3	2						1	1	13	9	22
Cook Islands	1-7																		0	0	0
Fiji	1-7									1									1	0	1
Japan	121-166			2	1	4	5	5	11	6	1	1	1	1	1	1	1	1	20	18	38
Kiribati	1-7																		0	0	0
Lao People's Democratic Republic	1-8				1														1	0	1
Malaysia	3-9					1	2	2	1	1	1	1	1						4	5	9
Marshall Islands	1-7																		0	0	0
Micronesia (Federated States of)	1-7																		0	0	0
Mongolia	1-8					1	1		1										2	1	3
Nauru	1-7																		0	0	0
New Zealand	2-9				1		1	3	3					2					6	4	10
Niue	1-7																		0	0	0
Palau	1-7																		0	0	0
Papua New Guinea	1-8																		0	0	0
Philippines	3-12			3	1	5	6	3	3			1	2	1					13	12	25
Republic of Korea	15-21							3		2		1							6	0	6
Samoa	1-7																		0	0	0
Singapore	3-10																		0	0	0
Solomon Islands	1-7									1									1	0	1
Tokelau*	1-7																		0	0	0

Country	Range	Staff by grade and sex														All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
Tonga	1-7																		0	0	0
Tuvalu	1-7																		0	0	0
Vanuatu	1-7																		0	0	0
Viet Nam	3-12						1	1											1	1	2
<b>Total – Western Pacific Region</b>		0	0	3	5	11	13	19	18	34	18	10	4	5	1	3	1		85	60	145

M – male, F – female.

\* Associate Member.

**TABLE 6. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2006**

**By location of assignment**

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	82	9.6	185	21.7	42	4.9	407	47.8	34	4.0	101	11.9	851	100.0
Africa	255	87.0	15	5.1	2	0.7	18	6.1	2	0.7	1	0.3	293	100.0
The Americas	2	1.8	95	84.8	0	0.0	14	12.5	0	0.0	1	0.9	112	100.0
South-East Asia	2	1.6	19	15.0	61	48.0	34	26.8	1	0.8	10	7.9	127	100.0
Europe	0	0.0	13	9.8	2	1.5	113	85.6	0	0.0	4	3.0	132	100.0
Eastern Mediterranean	5	4.3	14	12.0	2	1.7	14	12.0	78	66.7	4	3.4	117	100.0
Western Pacific	3	2.5	26	21.5	7	5.8	38	31.4	0	0.0	47	38.8	121	100.0
<b>Total</b>	<b>349</b>	<b>19.9</b>	<b>367</b>	<b>20.9</b>	<b>116</b>	<b>6.6</b>	<b>638</b>	<b>36.4</b>	<b>115</b>	<b>6.6</b>	<b>168</b>	<b>9.6</b>	<b>1 753</b>	<b>100.0</b>

**By region of nationality**

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	82	23.5	185	50.4	42	36.2	407	63.8	34	29.6	101	60.1	851	48.5
Africa	255	73.1	15	4.1	2	1.7	18	2.8	2	1.7	1	0.6	293	16.7
The Americas	2	0.6	95	25.9	0	0.0	14	2.2	0	0.0	1	0.6	112	6.4
South-East Asia	2	0.6	19	5.2	61	52.6	34	5.3	1	0.9	10	6.0	127	7.2
Europe	0	0.0	13	3.5	2	1.7	113	17.7	0	0.0	4	2.4	132	7.5
Eastern Mediterranean	5	1.4	14	3.8	2	1.7	14	2.2	78	67.8	4	2.4	117	6.7
Western Pacific	3	0.9	26	7.1	7	6.0	38	6.0	0	0.0	47	28.0	121	6.9
<b>Total</b>	<b>349</b>	<b>100.0</b>	<b>367</b>	<b>100.0</b>	<b>116</b>	<b>100.0</b>	<b>638</b>	<b>100.0</b>	<b>115</b>	<b>100.0</b>	<b>168</b>	<b>100.0</b>	<b>1 753</b>	<b>100.0</b>

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2006

## Professional staff

Location	20-29 years		30-39 years		40-49 years		50-59 years		60 years and over		Total							
	M	F	M	F	M	F	M	F	M	F	M	F						
Headquarters	0	7	59	77	165	141	306	242	126	368	26	9	35	492	360	852		
Africa	0	1	12	10	22	64	37	101	130	31	161	5	3	8	211	82	293	
The Americas	0	0	2	3	5	19	18	37	47	15	62	3	5	8	71	41	112	
South-East Asia	0	0	5	5	10	22	12	34	51	22	73	7	3	10	85	42	127	
Europe	0	2	11	9	20	25	26	51	39	19	58	1	0	1	76	56	132	
Eastern Mediterranean	0	0	5	2	7	21	19	40	54	11	65	5	0	5	85	32	117	
Western Pacific	0	0	7	5	12	30	8	38	55	12	67	3	1	4	95	26	121	
<b>Total</b>	0	10	101	111	212	346	261	607	618	236	854	50	21	71	1 115	639	1 754	
<b>Percentage within age group</b>	0.0	100.0	100.0	47.6	52.4	100.0	57.0	43.0	100.0	72.4	27.6	100.0	70.4	29.6	100.0	63.6	36.4	100.0
<b>Percentage of total</b>			0.6		12.1		34.6		48.7		4.0						100.0	

## National professional officers

Location	20-29 years		30-39 years		40-49 years		50-59 years		60 years and over		Total							
	M	F	M	F	M	F	M	F	M	F	M	F						
Africa	0	1	11	5	16	52	32	84	63	24	87	4	4	8	130	66	196	
The Americas	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	3	3	
South-East Asia	0	0	2	1	3	13	3	16	13	0	13	2	0	2	30	4	34	
Europe	1	0	10	7	17	7	9	16	2	4	6	0	0	0	20	20	40	
Eastern Mediterranean	0	0	2	1	3	5	6	11	6	3	9	0	0	0	13	10	23	
Western Pacific	0	0	2	2	4	4	4	8	3	5	8	0	0	0	9	11	20	
<b>Total</b>	1	1	27	16	43	81	57	138	87	36	123	6	4	10	202	114	316	
<b>Percentage within age group</b>	50.0	50.0	100.0	62.8	37.2	100.0	58.7	41.3	100.0	70.7	29.3	100.0	60.0	40.0	100.0	63.9	36.1	100.0
<b>Percentage of total</b>			0.6		13.6		43.7		38.9		3.2						100.0	

## General service staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			60 years and over			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	2	16	18	34	105	139	52	170	222	59	220	279	3	9	12	150	520	670
Africa	2	6	8	45	46	91	116	94	210	157	78	235	8	2	10	328	226	554
The Americas	1	1	2	4	9	13	5	23	28	2	35	37	1	0	1	13	68	81
South-East Asia	8	7	15	56	35	91	71	30	101	94	29	123	5	0	5	234	101	335
Europe	2	8	10	20	48	68	14	49	63	12	50	62	0	0	0	48	155	203
Eastern Mediterranean	6	20	26	37	68	105	56	62	118	40	35	75	0	0	0	139	185	324
Western Pacific	4	11	15	16	51	67	27	64	91	25	55	80	2	1	3	74	182	256
<b>Total</b>	25	69	94	212	362	574	341	492	833	389	502	891	19	12	31	986	1 437	2 423
<b>Percentage within age group</b>	26.6	73.4	100.0	36.9	63.1	100.0	40.9	59.1	100.0	43.7	56.3	100.0	61.3	38.7	100.0	40.7	59.3	100.0
<b>Percentage of total</b>	3.9			23.7			34.4			36.8			1.2			100.0		

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 2006

## Professional staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60 years and over			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	4	1	5	8	3	11	4	1	5	16	5	21
D2	0	0	0	0	0	0	7	3	10	27	11	38	2	0	2	36	14	50
D1/P6	0	0	0	1	0	1	29	14	43	115	28	143	17	1	18	162	43	205
P5	0	0	0	15	8	23	139	90	229	294	98	392	16	10	26	464	206	670
P4	0	0	0	45	40	85	119	102	221	128	62	190	8	9	17	300	213	513
P3	0	3	3	27	35	62	34	33	67	33	26	59	3	0	3	97	97	194
P2	0	7	7	12	28	40	14	18	32	13	8	21	0	0	0	39	61	100
P1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	0	10	10	101	111	212	346	261	607	618	236	854	50	21	71	1 115	639	1 754
<b>Percentage within age group</b>	0.0	100.0	100.0	47.6	52.4	100.0	57.0	43.0	100.0	72.4	27.6	100.0	70.4	29.6	100.0	63.6	36.4	100.0
<b>Percentage of total</b>			0.6			12.1			34.6			48.7			4.0			100.0

## National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60 years and over			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
A	0	0	0	5	1	6	2	3	5	6	5	11	0	0	0	13	9	22
B	0	1	1	11	10	21	35	20	55	28	14	42	1	1	2	75	46	121
C	1	0	1	11	5	16	42	33	75	53	17	70	5	3	8	112	58	170
D	0	0	0	0	0	0	2	1	3	0	0	0	0	0	0	2	1	3
<b>Total</b>	1	1	2	27	16	43	81	57	138	87	36	123	6	4	10	202	114	316
<b>Percentage within age group</b>	50.0	50.0	100.0	62.8	37.2	100.0	58.7	41.3	100.0	70.7	29.3	100.0	60.0	40.0	100.0	63.9	36.1	100.0
<b>Percentage of total</b>			0.6			13.6			43.7			38.9			3.2			100.0

## General service staff

Grade	20-29 years		30-39 years		40-49 years		50-59 years		60 years and over		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	T
G7	2	0	14	9	42	42	52	76	1	0	111	127	238
G6	3	3	36	55	45	126	43	130	2	3	129	317	446
G5	5	19	50	151	42	185	69	207	1	7	167	569	736
G4	6	42	24	135	44	115	51	77	4	2	129	371	500
G3	3	5	30	11	74	17	68	9	3	0	178	42	220
G2	3	0	46	0	67	1	71	2	6	0	193	3	196
G1	3	0	12	1	27	6	35	1	2	0	79	8	87
<b>Total</b>	25	69	212	362	341	492	389	502	19	12	986	1 437	2 423
<b>Percentage within age group</b>	26.6	73.4	36.9	63.1	40.9	59.1	43.7	56.3	61.3	38.7	40.7	59.3	100.0
<b>Percentage of total</b>	3.9		23.7		34.4		36.8		1.2				100.0

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2006

Location	Less than 5 years			5-9 years			10-14 years			15-19 years			20-24 years			25-29 years			30 years and over			All					
	P	NPO	T	P	NPO	T	P	NPO	T	P	NPO	T	P	NPO	T	P	NPO	T	P	NPO	T	P	NPO	T			
Headquarters	427	0	237	664	184	0	117	301	42	132	90	0	216	43	0	78	121	11	27	38	7	0	43	50	852	0	670
Africa	133	79	214	426	97	108	61	266	78	97	26	8	109	9	0	65	74	7	39	47	2	0	22	24	293	196	554
The Americas	58	2	24	84	32	0	26	58	11	23	8	0	14	1	1	8	10	0	4	4	1	0	2	3	112	3	81
South-East Asia	64	19	94	177	32	8	51	91	20	88	6	1	52	5	5	51	61	0	11	12	0	0	15	15	127	34	335
Europe	83	40	128	251	21	0	23	44	7	23	14	0	26	5	0	12	17	2	7	9	0	0	5	5	132	40	203
Eastern Mediterranean	45	15	171	231	42	4	46	92	15	52	8	0	38	6	1	23	30	0	14	16	1	0	4	5	117	23	324
Western Pacific	51	10	86	147	39	0	58	97	15	48	8	1	42	7	5	37	37	0	21	23	1	0	2	3	121	20	256
<b>Total</b>	861	165	954	1 980	447	120	382	949	178	463	160	10	497	76	12	262	350	20	6	123	12	0	93	105	1 754	316	2 423
<b>Percentage within age group</b>	43.5	8.3	48.2	100.0	47.1	12.6	40.3	100.0	38.4	100.0	32.2	2.0	100.0	21.7	3.4	74.9	100.0	13.4	4.0	82.6	11.4	0.0	88.6	100.0	39.0	7.0	53.9
<b>Percentage of total</b>				44.1			21.1			11.1						7.8			3.3			2.3			100.0		

P – professional, NPO – national professional officer, GS – general service, T – total.



TABLE 10. APPOINTMENTS DURING 2006

Location	Category	Total staff at 31 December 2006	New appointments			Conversion of temporary contracts			Interagency transfers			Total	
			No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of women
Headquarters	P	852	41	45.1	41.5	42	46.2	54.8	8	8.8	50	91	48.4
	NPO	0	0	0.0	0	0.0	0	0	0	0.0	0	0	0.0
	GS	670	2	3.6	100	51	92.7	92.2	2	3.6	100	55	92.8
Africa	P	293	5	22.7	40	16	72.7	12.5	1	4.5	100	22	22.7
	NPO	196	7	41.2	28.6	10	58.8	20	0	0.0	0	17	23.5
	GS	554	5	60.0	60	79	94.0	32.9	0	0.0	0	84	34.5
The Americas	P	112	2	22.2	50	1	11.1	0	6	66.7	0	9	11.1
	NPO	3	0	0.0	0	1	100.0	100	0	0.0	0	1	100.0
	GS	81	0	0.0	0	0	0.0	0	1	100.0	100	1	100.0
South-East Asia	P	127	13	65.0	30.8	7	35.0	14.3	0	0.0	0	20	25.0
	NPO	34	2	66.7	50	1	33.3	100	0	0.0	0	3	66.7
	GS	335	3	13.0	33.3	20	87.0	30	0	0.0	0	23	30.4
Europe	P	132	5	31.3	40	10	62.5	70	1	6.3	0	16	56.3
	NPO	40	3	60.0	33.3	2	40.0	100	0	0.0	0	5	60.0
	GS	203	2	11.1	100	15	83.3	86.7	1	5.6	0	18	83.4
Eastern Mediterranean	P	117	3	25.0	33.3	9	75.0	33.3	0	0.0	0	12	33.3
	NPO	23	3	60.0	0	2	40.0	0	0	0.0	0	5	0.0
	GS	324	3	9.4	66.7	29	90.6	34.5	0	0.0	0	32	37.5
Western Pacific	P	121	13	92.9	38.5	1	7.1	0	0	0.0	0	14	35.8
	NPO	20	8	100.0	25	0	0.0	0	0	0.0	0	8	25.0
	GS	256	5	21.7	60	18	78.3	77.8	0	0.0	0	23	73.9
<b>Total</b>	P	1754	82	44.6	39.1	86	46.7	41.9	16	8.7	31.3	184	39.7
	NPO	316	23	59.0	26.1	16	41.0	37.5	0	0.0	0	39	30.8
	GS	2423	20	8.5	65.0	212	89.8	54.7	4	1.7	75.0	236	55.9
	All	4493	125	27.2	37.6	314	68.4	15.6	20	4.4	30.0	459	22.2

P – professional, NPO – national professional officer, GS – general service.

TABLE 11. STAFF RETIREMENT PROJECTIONS<sup>1</sup>

Location	Category	Total staff at 31 December 2006	Staff due to retire											
			by 31 December 2007		by 31 December 2009 <sup>1</sup>		by 31 December 2011 <sup>1</sup>		by 31 December 2016 <sup>1</sup>					
			No.	%	No.	%	No.	%	No.	%				
Headquarters	P	852	34	4.0	98	11.5	165	19.4	333	39.1				
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0				
	GS	670	12	1.8	52	7.8	102	15.2	254	37.9				
Africa	P	293	4	1.4	27	9.2	47	16.0	139	47.4				
	NPO	196	1	0.5	12	6.1	29	14.8	74	37.8				
	GS	554	16	2.9	53	9.6	86	15.5	219	39.5				
The Americas	P	112	5	4.5	21	18.8	36	32.1	61	54.5				
	NPO	3	0	0.0	0	0.0	0	0.0	0	0.0				
	GS	81	3	3.7	10	12.3	20	24.7	37	45.7				
South-East Asia	P	127	7	5.5	18	14.2	36	28.3	72	56.7				
	NPO	34	1	2.9	3	8.8	7	20.6	13	38.2				
	GS	335	15	4.5	32	9.6	52	15.5	119	35.5				
Europe	P	132	2	1.5	6	4.5	17	12.9	45	34.1				
	NPO	40	0	0.0	0	0.0	0	0.0	5	12.5				
	GS	203	3	1.5	13	6.4	23	11.3	53	26.1				
Eastern Mediterranean	P	117	6	5.1	11	9.4	29	24.8	58	49.6				
	NPO	23	0	0.0	0	0.0	0	0.0	3	0.0				
	GS	324	4	1.2	13	4.0	26	8.0	61	18.8				
Western Pacific	P	121	5	4.1	16	13.2	30	24.8	55	45.5				
	NPO	20	1	0.0	4	0.0	6	0.0	8	0.0				
	GS	256	6	2.3	21	8.2	36	14.1	75	29.3				
<b>Total</b>	P	1 754	63	3.6	197	11.2	360	20.5	763	43.5				
	NPO	316	3	0.9	19	6.0	42	13.3	103	32.6				
	GS	2 423	59	2.4	194	8.0	345	14.2	818	33.8				
	All	4 493	125	2.8	410	9.1	747	16.6	1 684	37.5				

<sup>1</sup> Cumulative figures from 2007.

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS  
ACROSS MAIN OCCUPATIONAL GROUPS<sup>1</sup>**

		Posts	%		Posts	%	
<b>I</b>	<b>Professional, managerial and technical work</b>						
I.A	Administrative specialists	416	27.5	I.A	Administrative specialists	100.0	
I.B	Architects, engineers	22	1.5	I.A	Administrative (general)	24	5.8
I.C	Archivists, curators, information specialists and librarians	14	0.9	I.A.01	Financial management specialists	46	11.1
I.D	Artists	1	0.1	I.A.02	Management and programme analysts	25	6.0
I.E	Economists	26	1.7	I.A.03	Building services administrators	14	3.4
I.F	Education specialists	12	0.8	I.A.04	Meetings services administrators	4	1.0
I.G	Jurists	11	0.7	I.A.05	Computer information systems specialists	54	13.0
I.H	Life scientists	73	4.8	I.A.06	Human resources management specialists	37	8.9
				I.A.07	Printing services specialists	1	0.2
				I.A.08	Public information specialists	30	7.2
				I.A.09	Purchasing and contracting specialists	10	2.4
				I.A.10	Representation and protocol specialists	25	6.0
				I.A.11	Technical cooperation administrators	53	12.7
				I.A.12	Administrative officers	80	19.2
				I.A.21	Auditors	9	2.2
				I.A.22	Hospital administrators	2	0.5
				I.A.23	Records and documents administrators	2	0.5
I.I	Dental, nutrition, medical, nursing and veterinary specialists	754	49.8			100.0	
I.J	Physical scientists	5	0.3	I.1	Dental, nutrition, medical, nursing and veterinary specialists	100.0	
I.K	Sales and marketing specialists	1	0.1	I.1.1	Medical specialists (general)	6	0.8
I.L	Social scientists	58	3.8	I.1.2	Dentists	2	0.3
I.M	Statisticians and mathematicians	18	1.2	I.1.3	Dieticians and nutritionists	14	1.8
I.N	Transportation specialists	2	0.1	I.1.3.1	Medical specialists	691	91.6
I.O	Writers, translators, interpreters	60	4.0	I.1.3.2	Nurses specialists	10	1.3
I.P	Professional, managerial and technical specialists for which no job family exists	8	0.5	I.1.3.3	Opticians and optometrists	1	0.1
I.R	Environmental specialists	15	1.0	I.1.3.4	Pharmacists	8	1.1
I.S	Relief specialists	16	1.1	I.1.3.5	Sanitarians (public health)	2	0.3
I.T	Electronic communications specialists	1	0.1	I.1.3.6	Veterinarians	8	1.1
				I.1.3.7	Rehabilitation specialists	1	0.1
				I.1.3.8	Health laboratory specialists	11	1.5
				I.1.3.9			
				I.1.3.10			
				I.1.3.11			
				I.1.3.12			
				I.1.3.13			
				I.1.3.14			
				I.1.3.15			
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<sup>1</sup> Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.  
Coding is according to the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.